

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

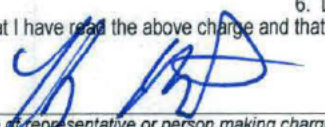
DO NOT WRITE IN THIS SPACE

Case
13-CA-137707

Date Filed
9/29/14

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer (1) 5153 W. Chicago Avenue McDonald's and (2) McDonald's USA, LLC, joint employers	b. Tel. No. (1) 773-287-4687 (2) 800-244-6227
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) (1) 5153 W. Chicago Avenue, Chicago, IL 60651 (2) 2111 McDonald's Drive, Oak Brook, IL 60523	e. Employer Representative
	g. e-Mail
	h. Number of workers employed (1) Approx. 50; (2) 100,000+
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast Food
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (1) Within the last six months, the joint employers reduced the days and hours of employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for their participation in protected concerted and Union activities, and in an effort to discourage them and other employees from engaging in further protected concerted and Union activities. (2) Within the last six months, the joint employers informed employees they were prohibited from using or copying information related to their schedules and hours of employment without permission of a corporate officer, and made explicit threats of civil and criminal prosecution and implicit threats of discipline if employees violated these purported prohibitions, thereby interfering with, restraining, and coercing employees in the exercise of protected rights.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers Organizing Committee of Chicago	
4a. Address (Street and number, city, state, and ZIP code) 850 W. Jackson, Suite 275 Chicago, IL 60607	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. (312) 243-4731 4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  Barry M. Bennett, Lawyer (signature of representative or person making charge) (Print/type name and title or office, if any) Dowd Bloch Bennett & Cervone Address 8 South Michigan Avenue, 19th Floor, Chicago, IL 60603 9/29/14 (date)	
Tel. No. (312) 372-1361 Office, if any, Cell No. Fax No. (312) 372-6599 e-Mail bbennett@dbb-law.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
209 S La Salle St Ste 900
Chicago, IL 60604-1443

Agency Website: www.nlr.gov
Telephone: (312)353-7570
Fax: (312)886-1341



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September 30, 2014

McDonald's
5153 West Chicago Avenue
Chicago, IL 60651

McDonald's USA LLC
2111 McDonald's Drive
Oak Brook, IL 60523

Re: McDonald's and McDonald's USA, LLC joint
employers
Case 13-CA-137707

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Cristina M. Ortega whose telephone number is (312)353-7169 and e-mail address is cristina.ortega@nlrb.gov. If this Board agent is not available, you may contact Supervisor Field Examiner Joyce A. Hofstra whose telephone number is (312)353-7609.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by October 14, 2014. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

September 30, 2014

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlrb.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Peter Sung Ohr', with a long horizontal flourish extending to the right.

Peter Sung Ohr
Regional Director

dg

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

McDonald's and McDonald's USA, LLC joint employers

CASE NUMBER

13-CA-137707

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)**YES NO**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MCDONALD'S AND MCDONALD'S USA, LLC
JOINT EMPLOYERS

Charged Party

and

WORKERS ORGANIZING COMMITTEE OF
CHICAGO

Charging Party

Case 13-CA-137707

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on September 30, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

McDonald's
5153 West Chicago Avenue
Chicago, IL 60651

McDonald's USA LLC
2111 McDonald's Drive
Oak Brook, IL 60523

September 30, 2014

Date

Denise Gatsoudis, Designated Agent of
NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
209 S La Salle St Ste 900
Chicago, IL 60604-1443

Agency Website: www.nlrb.gov
Telephone: (312)353-7570
Fax: (312)886-1341



Download
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September 30, 2014

Workers Organizing Committee of Chicago
850 W. Jackson, Suite 275
Chicago, IL 60607

Re: McDonald's and McDonald's USA, LLC
joint employers
Case 13-CA-137707

Dear Sir or Madam:

The charge that you filed in this case on September 29, 2014 has been docketed as case number 13-CA-137707. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Cristina M. Ortega whose telephone number is (312)353-7169 and e-mail address is cristina.ortega@nlrb.gov. If this Board agent is not available, you may contact Supervisor Field Examiner Joyce A. Hofstra whose telephone number is (312)353-7609.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

September 30, 2014

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Peter Sung Ohr', with a long horizontal flourish extending to the right.

Peter Sung Ohr
Regional Director

dg
Enclosure:
Copy of Charge

cc: Barry M. Bennett, Esq., Attorney at Law
Dowd, Bloch, Bennett & Cervone
8 S. Michigan Ave., Fl 19
Chicago, IL 60603-3315

Cases

Case Number	Case Name	File	Date Filed	Status	IA Category	Charging Party/Petitioner	Blocked	Hot Topics	Dispute/Unit City	Dispute/Unit State	Charged Party/Employer	No. 8(b)(2) Discriminatees	No. 8(a)(3) Discriminatees	No. of Employees on Petition/Charge	Description	Inquiry Id	Type	Sub Type	Team	Field Agent	Field Supervisor	Barg Status	Closed Reason	Date Closed	N
13-CA-136916	McDonald's / 2827 S Cicero Ave, Cicero, IL and McDonald's USA, LLC, Joint Employers	Case File	9/17/2014	Open	2	Workers Organizing Committee of Chicago	No		Cicero	IL	McDonald's			60		(b) (6), (b) (7)(C)	C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-136674	McDonald's / 2827 S Cicero Ave, Cicero, IL and McDonald's USA, LLC, Joint Employers	Case File	9/12/2014	Open	3	Workers Organizing Committee of Chicago	No		Cicero	IL	McDonald's	1		60			C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-136734	McDonald's / 5624 W. Roosevelt Road and McDonald's USA, LLC, Joint Employers	Case File	9/12/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA LLC			60			C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-136835	McDonald's 5500 W. Cermak Rd., Cicero, IL and McDonald's USA, LLC, Joint Employers	Case File	9/12/2014	Open	3	Workers Organizing Committee of Chicago	No		Cicero	IL	McDonald's USA LLC	1		60			C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-136728	McDonald's / 5624 W. Roosevelt Road, and McDonald's USA, LLC, Joint Employers	Case File	9/12/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	1		60			C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-135884	McDonald's / 5500 W Cermak Rd. and McDonald's USA, LLC, Joint Employers	Case File	9/3/2014	Open	2	Workers Organizing Committee of Chicago	No		Cicero	IL	McDonald's			60			C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-135932	5200 S. Lake Park Avenue McDonald's and McDonald's USA, LLC joint employers	Case File	9/3/2014	Open	3	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's			50			C	CA	HGUTIERR	HGUTIERR	JSCHRAND	None			
13-CA-131440	(1) V. Oviedo, Inc. d/b/a McDonald's/2707 N Milwaukee and (2) McDonald's USA, LLC, as joint employers	Case File	6/24/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	1		50			C	CA	JPROKOP	JPROKOP	JHOFSTRA	None			
13-CA-131305	McDonald's/1657 W. 95th Street, Chicago, IL and McDonald's USA, LLC, joint employers	Case File	6/20/2014	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's	1		30			C	CA	JPROKOP	JPROKOP	JHOFSTRA	None	Withdrawal Non-adjusted	7/15/2014	
13-CA-131143	McDonald's/600 N. Clark Street and McDonald's USA, joint employers	Case File	6/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's			150			C	CA	JGREENHI	JGREENHI	KGIANOPU	None			
13-CA-131145	McDonald's/5220 S. Lake Park Avenue and McDonald's USA, LLC, joint employers	Case File	6/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's			50			C	CA	JGREENHI	JGREENHI	KGIANOPU	None			
13-CA-131141	McDonald's/4047 E. 106th Street and McDonald's USA, LLC, joint employers	Case File	6/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's			50			C	CA	JGREENHI	JGREENHI	KGIANOPU	None			
13-CA-131097	McDonald's/2827 S. Cicero Avenue, Cicero, IL and (2) McDonald's USA, LLC, joint employers	Case File	6/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Cicero	IL	McDonald's USA, LLC			160,000			C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-131098	McDonald's/5624 W. Roosevelt Road and (2) McDonald's USA, LLC, joint employers	Case File	6/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			160,000			C	CA	CORTEGA	CORTEGA	JHOFSTRA	None			
13-CA-129709	Taylor & Malone Management db/a McDonald's/20 E. 87th Street and (2) McDonald's USA, LLC, joint employers	Case File	5/30/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	1		100,050			C	CA	JPROKOP	JPROKOP	JHOFSTRA	None			
13-CA-129771	K. Mark Enterprises, LLC db/a McDonald's and McDonald's USA, LLC, named as joint employers	Case File	5/30/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			60			C	CA	JPROKOP	JPROKOP	JHOFSTRA	None			
13-CA-128629	McDonald's/5153 West Chicago Avenue and McDonald's USA, LLC joint employers	Case File	5/13/2014	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			50			C	CA	JPROKOP	JPROKOP	JHOFSTRA	None	Withdrawal Non-adjusted	6/5/2014	
13-CA-126312	(1) Lofton & Lofton Management V, Inc. db/a McDonald's/23 N Western Avenue and (2) McDonald's USA, LLC, joint employers	Case File	4/10/2014	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			100,000			C	CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	6/12/2014	
	Workers																								

(b) (7)(E)

9/29/2014

Case Number	Case Name	File	Date Filed	Status	IA Category	Charging Party/ Petitioner	Blocked	Hot Topics	Dispute/Unit City	Dispute/ Unit State	Charged Party/Employer	No. 8(b)(2) Discriminatees	No. 8(a)(3) Discriminatees	No. of Employees on Petition/Charge	Description	Inquiry Id	Type	Sub Type	Team	Field Agent	Field Supervisor	Barg Status	Closed Reason	Date Closed	N
13-CA-124993	McDonald's USA, LLC	Case File	3/21/2014	Closed	2	Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			60		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	5/2/2014	
13-CA-124812	Karavites Restaurant 5895, Inc. d/b/a McDonald's/1094 W. Wilson and (2) McDonald's USA, LLC, as joint employers	Case File	3/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			140,000		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-124813	V.Oviedo, Inc. d/b/a McDonald's/2702 N. Milwaukee and (2) McDonald's USA, LLC, as joint employers	Case File	3/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			100,055		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-124488	Karavites McDonald's and McDonald's USA, LLC, named as joint employers	Case File	3/14/2014	Closed	2	Workers Organizing Committee of Chicago	No		River Forest	IL	Karavites McDonald's	2		30		(b) (7)(E)	C	CA	CSCHLABO	CSCHLABO	KGIANOPU	None	Withdrawal Non-adjusted	5/30/2014	
13-CA-124362	McDonald's/McDonald's Corporation, joint employers	Case File	3/13/2014	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's	5		60		(b) (7)(E)	C	CA	CSCHLABO	CSCHLABO	KGIANOPU	None	Withdrawal Adjusted	3/25/2014	
13-CA-124213	(1) McDonald's/9211 S. Commercial and (2) McDonald's USA, LLC, named as joint employers	Case File	3/11/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	5		50		(b) (7)(E)	C	CA	ECORTEZ	ECORTEZ	RPAZ	None			
13-CA-123916	V. Oviedo, Inc. d/b/a McDonald's/2707 N Milwaukee and McDonald's USA, LLC, joint employers	Case File	3/6/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	1		50		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-123699	K. Mark Enterprises, LLC d/b/a McDonald's and McDonald's USA, LLC, named as joint employers	Case File	3/4/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	1		60		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	JHOFSTRA	None			
13-CA-121759	McDonald's Restaurants of Illinois, Inc. d/b/a McDonald's/2095 W. Chicago Avenue and McDonald's USA, LLC, named as joint employers	Case File	2/3/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	0		60		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-119015	V. Oviedo, Inc. d/b/a McDonald's/2707 N Milwaukee and McDonald's Corporation, joint employers	Case File	12/13/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			140,000		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-118689	McDonald's	Case File	12/10/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	K. Mark Enterprises, LLC d/b/a McDonald's			60		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	2/5/2014	
13-CA-118690	McDonald's/23 N. Western Avenue and McDonald's Corporation, named as joint employers as to the subject of this charge	Case File	12/10/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			100,050		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-118691	McDonald's/2095 W. Chicago and McDonald's Corporation, named as joint employers as to the subject of this charge	Case File	12/10/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's Restaurants of Illinois, Inc. d/b/a McDonald's/2095 W Chicago Avenue			100,050		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-118598	McDonald's	Case File	12/9/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's			35		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	2/5/2014	
13-CA-117083	(1) McDonald's Restaurants of Illinois, Inc. d/b/a McDonald's/2095 W Chicago Avenue and (2) McDonald's USA, LLC, named as joint employers	Case File	11/14/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC	1		60		(b) (7)(E)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
	(1) V. Oviedo, Inc. d/b/a McDonald's/2707 N					Workers										(b) (7)(E)									

(b) (7)(E)

9/29/2014

Case Number	Case Name	File	Date Filed	Status	IA Category	Charging Party/ Petitioner	Blocked	Hot Topics	Dispute/Unit City	Dispute/ Unit State	Charged Party/Employer	No. 8(b)(2) Discriminatees	No. 8(a)(3) Discriminatees	No. of Employees on Petition/Charge	Description	Inquiry Id	Type	Sub Type	Team	Field Agent	Field Supervisor	Barg Status	Closed Reason	Date Closed	N
13-CA-115647	Milwaukee and (2) McDonald's Corporation, named as joint employers	Case File	10/25/2013	Open	2	Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			50		(b) (6), (b) (7)(C)	C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-113821	McDonald's	Case File	9/20/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's		1	35			C	CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	12/30/2013	
13-CA-113837	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's and McDonald's Corporation, joint employers.	Case File	9/20/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		1	150			C	CA	JPROKOP	JPROKOP	RPAZ	None			
13-CA-112220	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's	Case File	8/28/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's			200			C	CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	9/30/2013	
13-CA-112046	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's	Case File	8/26/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's		1	200			C	CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	9/30/2013	
13-CA-107668	(1) Wright Management, Inc. d/b/a Rock-N-Roll McDonald's (2) McDonald's Corporation, named as joint employers	Case File	6/20/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		1	200			C	CA	JPROKOP	JPROKOP	PHITTERM	None			
13-CA-106490	(1) Karavites Restaurants 11102 LLC, d/b/a McDonald's/201 N Clark and (2) McDonald's Corporation, named as joint employers	Case File	6/4/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		2	25			C	CA	JPROKOP	JPROKOP	PHITTERM	None			
13-CA-106493	(1) RMC Loop Enterprises, LLC, d/b/a McDonald's/23 S Clark and (2) McDonald's Corporation, named as joint employers	Case File	6/4/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			25			C	CA	JPROKOP	JPROKOP	PHITTERM	None			
13-CA-106491	(1) Karavites Restaurants 26, Inc., d/b/a McDonald's/10 E. Chicago and (2) McDonald's Corporation, named as joint employers	Case File	6/4/2013	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		1	30			C	CA	JPROKOP	JPROKOP	PHITTERM	None			
13-CA-105770	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's	Case File	5/23/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's		1	50			C	CA	JPROKOP	JPROKOP	PHITTERM	None	Withdrawal Non-adjusted	6/27/2013	
13-CA-103524	Karavites Restaurants 26, Inc. d/b/a McDonald's	Case File	4/23/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	Karavites Restaurants 26, Inc. d/b/a McDonald's			30			C	CA	JPROKOP	JPROKOP	PHITTERM	Organizational Campaign	Withdrawal Non-adjusted	6/6/2013	
13-CA-103525	RMC Loop Enterprises, LLC d/b/a McDonald's	Case File	4/23/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	RMC Loop Enterprises LLC d/b/a McDonald's			25			C	CA	JPROKOP	JPROKOP	PHITTERM	None	Withdrawal Non-adjusted	6/6/2013	
13-CA-103612	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's	Case File	4/23/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	Wright Management, Inc. d/b/a Rock-N-Roll McDonald's			75			C	CA	JPROKOP	JPROKOP	PHITTERM	None	Withdrawal Non-adjusted	5/23/2013	
13-CA-103617	Karavites Restaurants 11102, LLC d/b/a McDonald's	Case File	4/23/2013	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	Karavites Restaurants 11102, LLC d/b/a McDonald's			25			C	CA	JPROKOP	JPROKOP	PHITTERM	None	Withdrawal Non-adjusted	6/6/2013	
13-CA-100471	McDonald's Corporation	Case File	3/15/2013	Closed	3	(b) (6), (b) (7)(E)	No		Hammond	IN	MCDONALD'S CORPORATION			60			C	CA	DFLATTE	DFLATTE	RPAZ	None	Withdrawal Non-adjusted	5/1/2013	

(b) (7)(E)

9/29/2014

From: [Porter, Thomas](#)
To: ["Adobea A Debrah-Dwamena"](#)
Subject: RE: 13-CA-137707 and 13-CA-137871
Date: Thursday, October 2, 2014 1:36:25 PM
Attachments: [13-CA-137871.pdf](#)
[13-CA-137707.pdf](#)

Please find attached copies of the requested charges. Please contact me if you require further assistance.

Thomas Porter
Compliance Officer
Region 13, NLRB
209 S. LaSalle Street, Suite 900
Chicago, Illinois 60606

T: (312) 353-7170
F: (312) 886-1341

From: Adobea A Debrah-Dwamena [<mailto:aadebrahdwamena@jonesday.com>]
Sent: Thursday, October 02, 2014 12:30 PM
To: Porter, Thomas
Subject: 13-CA-137707 and 13-CA-137871

Mr. Porter,

As discussed, I am looking to obtain copies of the charges for 13-CA-137707 and 13-CA-137871. Your assistance is much appreciated.

Thank you,

Adobea Debrah-Dwamena
Jones Day
222 East 41st Street
New York, NY 10017
Phone: (212) 901-7671
aadebrahdwamena@jonesday.com

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This e-mail (including any attachments) may contain information that is private, confidential, or protected by attorney-client or other privilege. If you received this e-mail in error, please delete it from your system without copying it and notify sender by reply e-mail, so that our records can be corrected.

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
13-CA-137871

Date Filed
9/30/14

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

(1) 8321 S. Ashland McDonald's and (2) McDonald's USA, LLC, joint employers

b. Tel. No. (1) 773-779-2888
(2) 800-244-6227

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed
(1) Approx. 40; (2) 100,000+

d. Address (Street, city, state, and ZIP code)

(1) 8321 S. Ashland, Chicago, IL 60620

(2) 2111 McDonald's Drive, Oak Brook, IL 60523

e. Employer Representative

i. Type of Establishment (factory, mine, wholesaler, etc.)
Restaurant

j. Identify principal product or service
Fast Food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See attached.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers Organizing Committee of Chicago

4a. Address (Street and number, city, state, and ZIP code)

850 W. Jackson, Suite 275
Chicago, IL 60607

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No. (312) 243-4731

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

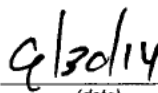
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

Barry M. Bennett, Lawyer

(Print/type name and title or office, if any)

Dowd Bloch Bennett & Cervone
Address 8 South Michigan Avenue, 19th Floor, Chicago, IL 60603


(date)

Tel. No. (312) 372-1361

Office, if any, Cell No.

Fax No. (312) 372-6599

e-Mail
bbennett@dbb-law.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Attachment to Charge
Against 8321 S. Ashland McDonald's and
McDonald's USA, LLC, joint employers

Basis of Charge

1. Within the last six months, the joint employers have cut the scheduled hours and days of employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) participation in protected concerted and Union activities, and in an effort to discourage (b) (6), (b) and other employees from engaging in such activities.
2. Within the last six months, the joint employers have threatened a Union activist with loss of hours and days in retaliation for (b) (6), (b) participation in protected concerted and Union activities, and in an effort to discourage (b) (6), (b) and other employees from engaging in such activities.
3. Within the last six months, the joint employers have threatened a Union supporter and activist with discharge, in retaliation for (b) (6), (b) participation in protected concerted and Union activities, and in an effort to discourage them and other employees from engaging in such activities.
4. Within the last six months, the joint employers have engaged in surveillance of a Union activist, in an effort to discourage employees from engaging in protected concerted and Union activities.
5. Within the last six months, the joint employers have told employees they cannot talk about the strike or Union activities at work, despite having no such prohibition on discussion of any other topics, in an effort to discourage employees from engaging in protected concerted and Union activities.
6. Within the last six months, the joint employers have prohibited employees from exchanging telephone numbers with a Union activist, despite putting no limits on the right of all other employees to exchange phone numbers or to do so for any other reason, in an effort to discourage employees from engaging in protected concerted and Union activities.
7. Within the last six months, the joint employers have singled out Union supporters and activists and made false claims about their activities, in retaliation for their participation in protected concerted and Union activities, and in an effort to discourage them and other employees from engaging in such activities.

8. Within the last six months, the joint employers have interfered with protected concerted and Union activities by informing employees they could not use or copy their schedules, or discuss terms and conditions of employment, with anybody other than co-workers, unless they received permission from the employer.

From: [George Luscombe](#)
To: [Ortega, Cristina M.](#)
Subject: Re: 13-CA-137707 witnesses
Date: Friday, October 3, 2014 11:52:07 AM

Yes. Barry did hand this off to me yesterday. I am working on getting our witnesses.

Thank you.

George A. Luscombe III
DOWD, BLOCH, BENNETT & CERVONE
8 South Michigan Avenue - 19th Floor
Chicago, IL 60603
Phone: (312) 372-1361 | Fax: (312) 372-6599
gluscombe@dbb-law.com

On Fri, Oct 3, 2014 at 10:49 AM, Ortega, Cristina M. <Cristina.Ortega@nrlrb.gov> wrote:

George,

As a follow-up to our telephone conversation earlier this week, I need to take witness statements regarding this reduction of hours case. I am available on the following dates:

10/6 – All day

10/7 – All day, except for 1:30 to 4:00 p.m.

10/9 – Anytime after (b) (6), (b) (7)(C) affidavit.

10/10 – Use only as a last resort date please.

10/13 – All day

10/14 – All day

10/15 – I have a meeting in the a.m. and one in the p.m. but I can potentially request permission from the region to be excused if needed for this case.

10/16 – After 1:30 p.m.

Cristina Ortega

National Labor Relations Board

Region 13

209 S. LaSalle Street, Suite 900

Chicago, Illinois 60604

(T) [312-353-7169](tel:312-353-7169)

(F) [312-886-1341](tel:312-886-1341)

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From: [George Luscombe](#)
To: [Ortega, Cristina M.](#)
Cc: [Barry Bennett](#)
Subject: 13-CA-137707: McDonald's 5153 W. Chicago Avenue.
Date: Friday, October 10, 2014 5:19:30 PM

Cristina,

The charging party requests to withdraw the charge in Case No. 13-CA-137707, 5153 W. Chicago Avenue McDonald's and McDonald's USA, LLC, joint employers.

Thank you for your attention to the case.

George

George A. Luscombe III
DOWD, BLOCH, BENNETT & CERVONE
8 South Michigan Avenue - 19th Floor
Chicago, IL 60603
Phone: (312) 372-1361 | Fax: (312) 372-6599
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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
209 S La Salle St Ste 900
Chicago, IL 60604-1443

Agency Website: www.nlrb.gov
Telephone: (312)353-7570
Fax: (312)886-1341

October 21, 2014

Doreen S. Davis, Attorney
Jones Day
222 East 41st Street
New York, NY 10017-6727

Re: McDonald's and McDonald's USA, LLC
joint employers
Case 13-CA-137707

Dear Parties:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Paul Hitterman

PAUL HITTERMAN
Acting Regional Director

cc: McDonald's USA LLC
2111 McDonald's Drive
Oak Brook, IL 60523

McDonald's
5153 West Chicago Avenue
Chicago, IL 60651

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